The **H-1B nonimmigrant visa program** is used by employers to hire **college-educated workers** in **specialty occupations**. *"The intent of the H-1B provisions is to help employers who cannot otherwise obtain needed business skills and abilities from the U.S. workforce by authorizing the temporary employment of qualified individuals who are not otherwise authorized to work in the United States." – U.S. Department of Labor (Labor)*

Employers must **attest** that the wages they will pay to H-1B workers will be at least equal to wages paid to other workers with similar experience and qualifications, or equal to the prevailing wage – whichever is greater.

There are three federal agencies involved in the H-1B process

- U.S. Department of Labor (Labor)
- U.S. Citizenship and Immigration Service (Immigration)
- U.S. Department of State (State Department)

H– 1B Visa Application Process

1. Employer submits Application to Labor for certification of positions not specific H-1B workers
2. Labor certifies the application of the positions
3. Employer files a petition for a specific Nonimmigrant Worker with Immigration for certified positions
4. Workers Outside the US apply for Visa and/or Admission to the State Department

Availability of H- 1B Visa Worker and Employer data for North Carolina

- **Data Not Available for NC to Answer**:
  - How many companies currently claim incentives for H-1B workers?
  - What percentage of the jobs are held by H-1B workers?
  - Which industries employ the H-1B workers?
- Labor published 2016 summary level data for certification of positions (**not employment statistics**) by state.
  - Number of NC worksites certified by Labor was 17,130 with 32,820 positions certified
  - Top three locations requesting H-1B certified positions were:
    - Charlotte
    - Raleigh
    - Cary
  - Top five occupational specialties certified were:
    - Computer System Analysts (8,232)
    - Applications Software Developers (4,861)
    - Computer Programmers (3,143)
    - All Other Computer